HOW DO I PROPERLY RECOGNIZE MY SUPPORT CONTRACTOR

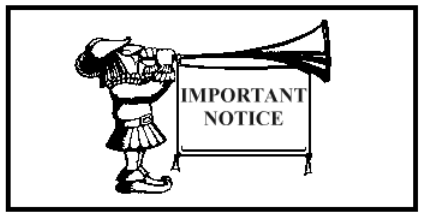
N76 Brownbag Luncheon

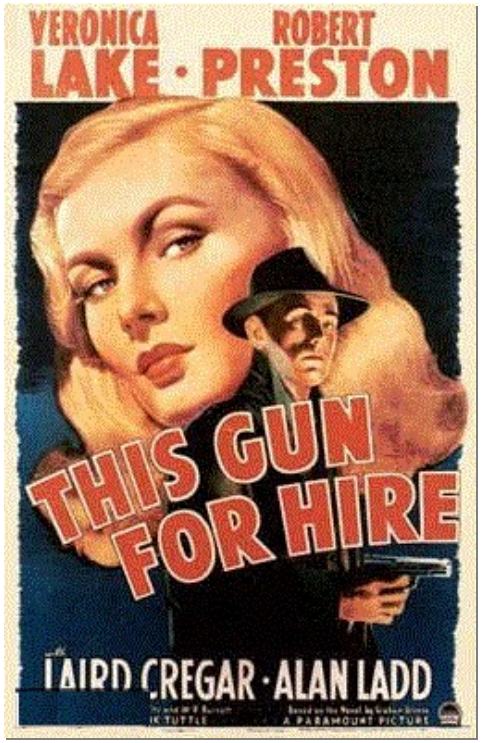
Steve Hoerst
AT&T Government Solutions, Inc.

AT&T

Recognition

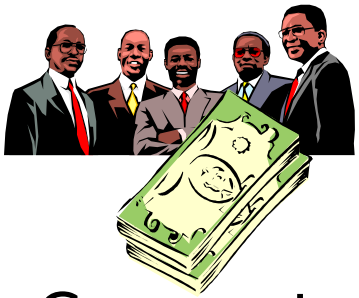
Don’t you recognize your contractor?

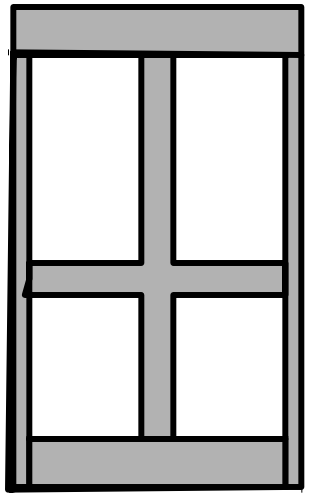




Do not go overboard!

The window





Corporate

- Pay
- Benefits
- Support Svcs
- Evals
- Promotion/ Bonus

<u>Manager</u>

Primarily responsible:

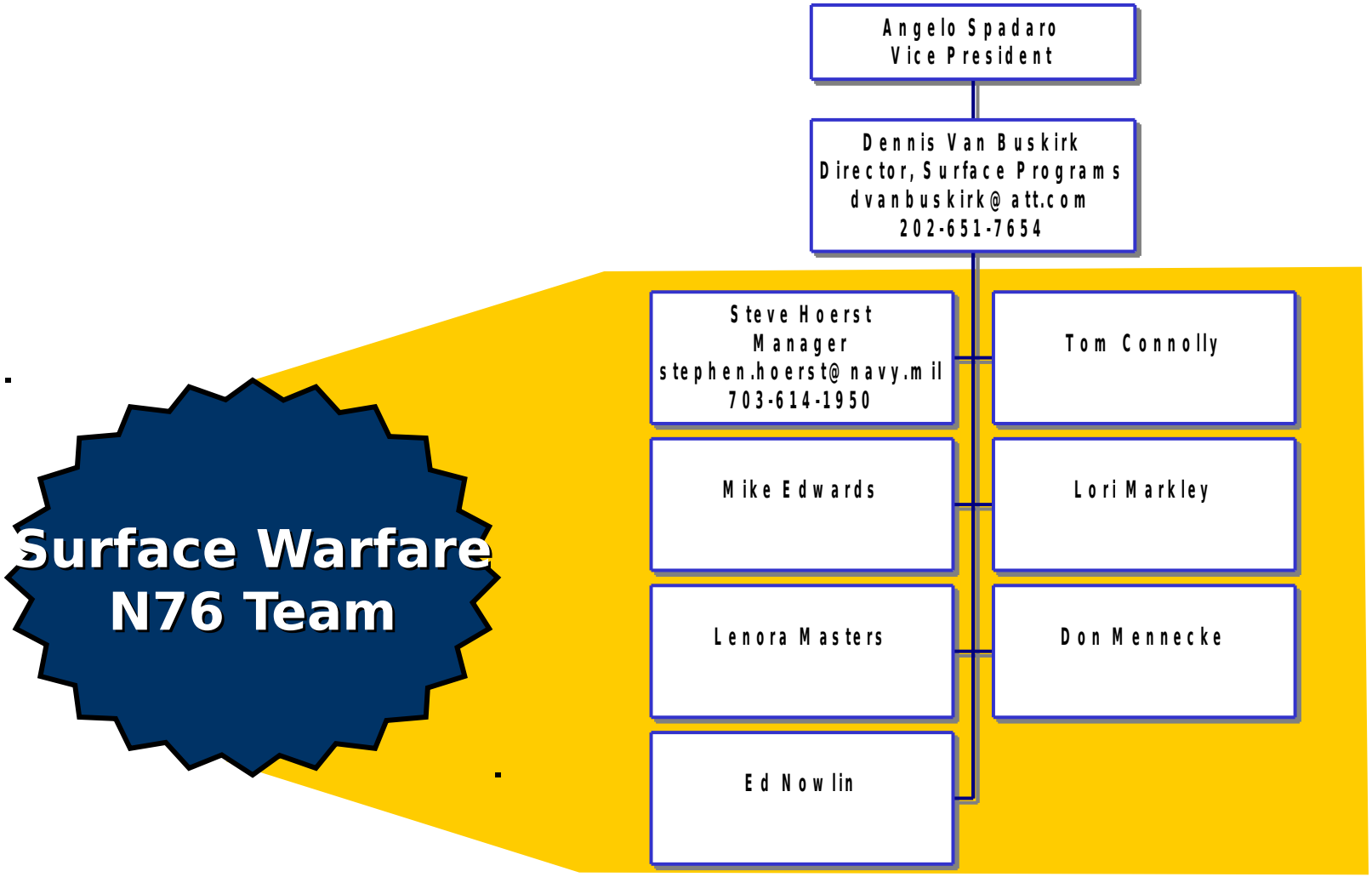
- Care of staff
- Recommends corporate awards
- Primary Pay/bonus input

<u>Director</u> endorses

N76

- Perform the work
- Customer satisfaction
- Every day interaction

OPNAV AT&T Organization



Value of recognition

- **Staff's professional satisfaction**
- **Encouragement**
- **Reward**

- **Attractive to candidates**
  - **Workplace culture is a key satisfier/dissatisfier**

- **Plays an important part of the person's professional portfolio**
  - **BIG impact on annual evaluations, promotion, bonus!**

- **Company awards**
  - **You are the customer – Recognition, or recommendation, by customer can be cited for company rewards**
  - **Awards can be significant!**
    - **Gifts (Watch, etc)**
    - **Cash**
    - **Etc.**

Some Options

Thank you!

Bob

branch head

E-mail the Boss

From: Commander@navy.mil
To: Mystaff'sBOSS@company.com
Subject: BZ
Jim,
I'd like to pass my personal thanks for the efforts of Joseph Banks, who recently completed something..

"BZ" Letter

Department of the Navy
Chief of Naval Operations
The Pentagon

From: Great Branch Head, USN

To; My great Contractor

Subj: BRAVO ZULU

Letter of Commendation

Letter of Appreciation

Presidential DoD Navy

Rare

Informal **Formal** **Extraordinary**

Other types

Hey, Steve: You should play in the N76

Include contractor-staff in events.

I'd like you to represent N76 at the CNO's briefing on restructuring the Navy

Professional Recognition is just, if not more, important than any other.

Imagina tive Professi onal rewards

Camaraderie **it-de-**